

Pay and Benefits

Pay and Allowances						
Benefits/Entitlements	References • United States Code (USC) • Financial Management Regulation (FMR) • DoD Directive (DoDD) • DoD Instruction (DoDI)	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
Pay	37 USC 203, 204 & 206 FMR, Vol 7A, Ch 2 FMR, Vol 7A, Ch 57 FMR, Vol 7A, Ch 58	1/30 TH of the monthly basic pay rate for each IDT period.	Basic Pay same as active.			
Basic Allowance for Housing (BAH). Housing allowance adjusted for the area the member resides.	37 USC 403 FMR, Vol 7A, Ch 26 FMR, Vol 7A, Ch 57	No.	Yes. If on active duty orders that specify a period of 140 days or more.	No.	Yes. If on active duty orders that specify a period of 140 days or more.	Yes.
Basic Allowance for Housing Type II (BAHII). Allowance paid at a flat rate regardless of where the member resides.	37 USC 403 FMR, Vol 7A, Ch 26 FMR, Vol 7A, Ch 57	No.	Yes. When on active duty orders that specify a period of less than 140 days.	Yes.	Yes. When on active duty orders that specify a period of less than 140 days.	No. Member is entitled to BAH.
Basic Allowance Subsistence	37 USC 402 FMR, Vol 7A, Ch 25 FMR, Vol 7A, Ch 57	No. <i>(Enlisted may receive rations-in-kind.)</i>	Same as active.	Same as active.	Same as active.	Same as active.
Family Separation Allowance	37 USC 427 FMR, Vol 7A, Ch 27 FMR, Vol 7A, Ch 57	No.	Same as active. PCS when family cannot accompany member or TDY (unaccompanied) for 31 days or more.	No.	Same as active. PCS when family cannot accompany member or TDY (unaccompanied) for 31 days or more.	Same as active. PCS when family cannot accompany member or TDY (unaccompanied) for 31 days or more.
Tax Benefit (while serving in a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA))	26 USC 112	Inactive Duty Training is not authorized in a hostile fire/ imminent danger pay area (DoDI 1215.19).	Enlisted Members: All pay and any bonuses paid while in the CZ/QHDA. Officers: Exclusion is capped at the highest enlisted pay plus \$150 for hostile fire/imminent danger pay.	Enlisted Members: All pay and any bonuses paid while in the CZ/QHDA. Officers: Exclusion is capped at the highest enlisted pay plus \$150 for hostile fire/imminent danger pay.	Enlisted Members: All pay and any bonuses paid while in the CZ/QHDA. Officers: Exclusion is capped at the highest enlisted pay plus \$150 for hostile fire/imminent danger pay.	Enlisted Members: All pay and any bonuses paid while in the CZ/QHDA. Officers: Exclusion is capped at the highest enlisted pay plus \$150 for hostile fire/imminent danger pay.

Special and Incentive Pays

Benefits/Entitlements	References	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
Hostile Fire/ Imminent Danger Pay	37 USC 310 DoDI 1340.9 FMR, Vol 7A, Ch 10	No.	Yes. Same as active.			
Hazardous Duty Incentive Pay	37 USC 301 FMR, Vol 7A, Ch 24 FMR, Vol 7A, Ch 57 FMR, Vol 7A, Ch 58	Yes, at 1/30 th of the authorized rate for each IDT period.	Same as active.	Same as active.	Same as active.	Same as active.
Aviation Career Incentive Pay	37 USC 301a FMR, Vol 7A, Ch 22 FMR, Vol 7A, Ch 57 FMR, Vol 7A, Ch 58	Yes, at 1/30 th of the authorized rate for each IDT period.	Same as active.	Same as active.	Same as active.	Same as active.
Career Enlisted Flyers Incentive Pay	37 USC 320	Yes, at 1/30 th of the authorized rate for each IDT period.	Same as active.	Same as active.	Same as active.	Same as active.
Foreign Language Proficiency Pay	37 USC 316 FMR, Vol 7A, Ch 19 FMR, Vol 7A, Ch 58 DoDI 7280.3	Yes, at 1/30 th of the authorized rate for each IDT period.	Yes. Same as active.			
Submarine Duty Incentive Pay	37 USC 301c FMR, Vol 7A, Ch 23 FMR, Vol 7A, Ch 58	Yes, at 1/30 th of the authorized rate for each IDT period.	Yes. Same as active.			
Diving Duty Special Pay	37 USC 304 FMR, Vol 7A, Ch 11 FMR, Vol 7A, Ch 58	Yes, at 1/30 th of the authorized rate for each IDT period.	Yes. Same as active.			
Special Duty Assignment Pay	37 USC 307 FMR, Vol 7A, Ch 8 FMR, Vol 7A, Ch 57 DoDI 1304.27	Yes, at 1/30 th of the authorized rate for each IDT period.	Yes. However, the Secretary of the Military Department concerned may choose to authorize payment only to those Reservists on active duty in excess of 180 days.	Yes. However, the Secretary of the Military Department concerned may choose to authorize payment only to those Reservists on active duty in excess of 180 days.	Yes. However, the Secretary of the Military Department concerned may choose to authorize payment only to those Reservists on active duty in excess of 180 days.	Yes. However, the Secretary of the Military Department concerned may choose to authorize payment only to those Reservists on active duty in excess of 180 days.

Special and Incentive Pays (continued)

Benefits/Entitlements	References	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
Hardship Duty Pay (mission)	37 USC 305 FMR, Vol 7A, Ch 17	No.	Yes. Same as active when assigned to a designated mission.	Yes. Same as active when assigned to a designated mission.	Yes. Same as active when assigned to a designated mission.	Yes. Same as active when assigned to a designated mission.
Hardship Duty Pay (location)	37 USC 305 FMR, Vol 7A, Ch 17	No.	Yes. Same as active. <ul style="list-style-type: none"> From first day if assigned permanently to a designated location. If assigned temporarily to a designated location for more than 30 consecutive days, payable from first day. 	Yes. Same as active. <ul style="list-style-type: none"> From first day if assigned permanently to a designated location. If assigned temporarily to a designated location for more than 30 consecutive days, payable from first day. 	Yes. Same as active. <ul style="list-style-type: none"> From first day if assigned permanently to a designated location. If assigned temporarily to a designated location for more than 30 consecutive days, payable from first day. 	Yes. Same as active. <ul style="list-style-type: none"> From first day if assigned permanently to a designated location. If assigned temporarily to a designated location for more than 30 consecutive days, payable from first day.
Reserve Officer Medical and Dental Officer Special Pay	37 USC 302 & 302b FMR, Vol 7A, Ch 5 & 6	No.	Yes. Medical officers: \$450/mo Dental officers: \$350/mo	Yes. Medical officers: \$450/mo Dental officers: \$350/mo	Yes. Same as active, even though not on active duty for one year or more.	Yes. <ul style="list-style-type: none"> Same as active if on active duty for more than 30 days. If on active duty for 30 days or less, \$450/month for medical officers and \$350/month for dental officers.
Other Health Care Professions: Optometrists Psychologists and nonphysician health care providers Nurse Anesthetists Veterinarians	37 USC 302f 37 USC 302a 37 USC 302c 37 USC 302e 37 USC 303 FMR, Vol 7A, Ch 7 & 21	No.	No.	No.	Yes. Same as active, even though not on active duty for one year or more.	Yes. Same as active if on active duty for more than 30 days, even though not on active duty for one year or more.
Member Medical and Dental Benefits	10 USC 1074 & 1074b	Yes. Treatment for injury, illness or disease incurred or aggravated in line of duty.	Yes, if 30 days or less: Treatment for injury, illness or disease incurred or aggravated in line of duty. Yes, if 31 days or more: Same as active.	Treatment for injury, illness or disease incurred or aggravated in line of duty.	Same as active.	Same as active.

Medical and Dental Care

Benefits/Entitlements	References	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
TRICARE Dental Program for RC members	10 USC 1076a	Yes.	Yes. If ADT is 30 days or less. No. If ADT is 31 days or more. (Dental care and treatment provided at a military treatment facility).	Yes.	No. Dental care and treatment provided at a military treatment facility	No. Dental care and treatment provided at a military treatment facility
Retirement or Separation for Physical Disability	10 USC 1201 – 1206 DoDI 1332.38	Yes. If the disability was incurred or aggravated in the line of duty while: <ul style="list-style-type: none"> performing IDT, traveling directly to or from the IDT site remaining overnight immediately before or between successive IDT periods, if outside commuting distance. 	Yes. If the disability was incurred or aggravated in the line of duty.	Yes. If the disability was incurred or aggravated in the line of duty.	Yes. If the disability was incurred or aggravated in the line of duty.	Yes. If the disability was incurred or aggravated in the line of duty.
Dependent Medical Benefits	10 USC 1076	No.	Yes, but only if the member is ordered to active duty for training for 31 days or more.	No.	Yes: <ul style="list-style-type: none"> Military facilities if space is available TRICARE Extra TRICARE Standard TRICARE Prime, if ordered to active duty for 179 days or more 	Yes: <ul style="list-style-type: none"> Military facilities if space is available TRICARE Extra TRICARE Standard TRICARE Prime, if ordered to active duty for 179 days or more
TRICARE Dental Program for Dependents	10 USC 1076a	Yes.	Yes.	Yes.	Yes.	Yes.
Transitional Health Care	10 USC 1074b	No.	No.	No.	No.	Yes. For 30 days after release from active duty or until covered by an employer-sponsored health plan, whichever is sooner.

Commissary, PX, MWR

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Commissary Privileges	10 USC 1063 & 1063a DoDD 1330.17 DoD 1330.17-R	Limited to 24 visits per year.	Unlimited.	Unlimited.	Unlimited.	Unlimited.
Post Exchange Privileges	DoDD 1330.9	Unlimited.	Unlimited.	Unlimited.	Unlimited.	Unlimited.
Morale, Welfare, & Recreation Services	10 USC 1065 DoDD 1015.2 DoDI 1015.10	Eligible , however, installation commander may establish priorities and limit eligibility for various services.	Eligible , same as active duty.			
Family Support Centers	DoDI 1342.22	Limited.	Eligible for family assistance.			
Child Care Centers	DoDI 6060.2	Only if space available.	Eligible , but availability of space may be limited.	Eligible , but availability of space may be limited.	Eligible , but availability of space may be limited.	Eligible , but availability of space may be limited.
Space Required Travel	10 USC 18505 DoD 4515.13-R	Eligible to travel between the member's home and place of training.	Eligible , same as active duty.			
Space Available Travel	DoD 4515.13-R	Member only. (Only in CONUS/territories.)	Yes. Same as active.			
Legal Assistance	10 USC 1044 DoDD 1350.4	Service policy —usually legal assistance is provided that is associated with military requirements.	Yes. Same as active duty (subject to the availability of legal staff resources.)	Yes. Same as active duty (subject to the availability of legal staff resources.)	Yes. Same as active duty (subject to the availability of legal staff resources.)	Yes. Same as active duty (subject to the availability of legal staff resources.) If on active duty for more than 30 days under a mobilization authority, not less than twice the length of active duty served following release from active duty.

Life Insurance

Benefits/Entitlements	References	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
SGLI for the member	38 USC Subchapter III DVA SGLI Handbook H-29-98-1	Selected Reserve: Eligible. IRR: Eligible if scheduled for 12 drill periods.	Selected Reserve: Eligible. IRR: Eligible if scheduled for 12 drill periods.	Coverage continues or eligible to enroll.	Coverage continues or eligible to enroll.	Coverage continues or eligible to enroll.
SGLI for dependents	P.L. 107-14 (June 5, 2001) 38 USC Subchapter III DVA SGLI Handbook H-29-98-1	Dependents of Selected Reserve/IRR members: Eligible, if member has SGLI.	Dependents of Selected Reserve/IRR members: Eligible, if member has SGLI.	Dependents of Selected Reserve/IRR members: Eligible, if member has SGLI.	Dependents of Selected Reserve/IRR members: Eligible, if member has SGLI.	Dependents of Selected Reserve/IRR members: Eligible, if member has SGLI.

Leave

Accumulation of Leave	DoDD 1327.5	No.	No , if ADT is < 31 days. Yes , if ADT is > 30 days	No.	Yes.	Yes.
Payment for Unused Leave	37 USC 501 FMR, Vol 7A, Ch 35	No.	Yes , if on ADT for more than 30 days. Up to 60 days in a career.	Yes. Up to 60 days in a career.	No. Do not accrue leave when on active duty for less than 30 days.	Yes. Special provision of law allow for payment of accrued leave regardless of previous payments for accrued leave.

Uniformed Services Employment and Reemployment Rights Act (USERRA)

Benefits/Entitlements	References)	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
Reemployment Rights	Chap 43 of title 38 DoDI 1205.12 DoL non-technical guide to USERRA	Yes.	Yes.	Yes.	Yes.	Yes.
Return to work	38 USC 4312 DoDI 1205.12	The first regularly scheduled work day that falls eight hours after the end of the calendar day.	30 days or less: First regularly scheduled workday that falls eight hours after the end of the calendar day. 31 – 180 days: 14 days to submit application. More than 180 days: 90 days to submit application.	First regularly scheduled work day that falls eight hours after the end of the calendar day.	AD for 31 – 180 days: 14 days to submit application. AD for more than 180 days: 90 days to submit application.	30 days or less: First regularly scheduled workday that falls eight hours after the end of the calendar day. 31 – 180 days: 14 days to submit application. More than 180 days: 90 days to submit application.
Employer-Sponsored Health Care Plan	38 USC 4317 DoDI 1205.12	May continue with employer-employee premium sharing unchanged.	30 days or less: May continue with employer-employee premium sharing unchanged. 31 days or more: May continue for 18 months. <i>(Employer may require the Reservist-employee to pay up to 102% of the premium cost).</i>	May continue with employer-employee premium sharing unchanged.	May continue for 18 months. <i>(Employer may require the Reservist-employee to pay up to 102% of the premium cost).</i>	30 days or less: May continue with employer-employee premium sharing unchanged. 31 days or more: May continue for 18 months. <i>(Employer may require the Reservist-employee to pay up to 102% of the premium cost).</i>
Employer Pension Benefit Plans	38 USC 4318 DoDI 1205.12	Military service treated as if no break in service with the employer. Employee may make up contributions. Employer required to fund any obligation for the plan.	Military service treated as if no break in service with the employer. Employee may make up contributions. Employer required to fund any obligation for the plan.	Military service treated as if no break in service with the employer. Employee may make up contributions. Employer required to fund any obligation for the plan.	Military service treated as if no break in service with the employer. Employee may make up contributions. Employer required to fund any obligation for the plan.	Military service treated as if no break in service with the employer. Employee may make up contributions. Employer required to fund any obligation for the plan.
Civilian Employment Retention <i>(may not be fired except for cause)</i>	38 USC 4316 DoDI 1205.12	None.	For 180 days if ADT of 31-180 days. For 1 yr. if ADT >180 days.	None.	For 180 days for AD of 31-180 days. For 1 year if AD was >180 days.	For 180 days for AD of 31-180 days. For 1 year if AD was >180 days.
Assistance with a reemployment issue	38 USC 4321 – 4326 DoDI 1205.12	Contact NCESGR. Submit complaints to Department of Labor.	Contact NCESGR. Submit complaints to Department of Labor.	Contact NCESGR. Submit complaints to Department of Labor.	Contact NCESGR. Submit complaints to Department of Labor.	Contact NCESGR. Submit complaints to Department of Labor.

Soldiers' and Sailors' Civil Relief Act (SSCRA) — *When on active duty under a title 10 provision*

Benefits/Entitlements	References	Reservists on Inactive Duty Training	Reservists on Active Duty for Training	Reservists on Active Duty (Other Than Training) for 30 Days or Less	Reservists on Active Duty (Other Than Training) for 31 Days or More	Reservists Activated in support of a Contingency Operation
Suspension of Legal Proceedings	50 Appx USC 521	No.	Same as contingency.	Same as contingency.	Same as contingency.	Temporary hold on legal proceedings or obligations.
Suspension of Professional Liability Insurance	50 Appx USC 592	No.	Same as contingency.	Same as contingency.	Same as contingency.	Reinstated within 30 days after release from active duty.
Health Insurance Reinstatement	50 Appx USC 593	No.	Same as contingency.	Same as contingency.	Same as contingency.	Reinstatement of civilian employer health insurance with no exclusion or waiting period.
Interest Rate Protection	50 Appx USC 526	No.	Same as contingency.	Same as contingency.	Same as contingency.	Maximum of 6% for debts incurred prior to entering active duty, if ability to pay is materially affected by military service.
Lease Termination Protection	50 Appx USC 534	No.	Same as contingency.	Same as contingency.	Same as contingency.	Stay of eviction if rent does not exceed \$1200/mo.
Civilian Life Insurance Premium Payments	50 Appx USC 540 – 547	No.	Same as contingency.	Same as contingency.	Same as contingency.	Have up to 2 years after separation to pay all premiums and interest.